

Blue Nature Alliance Implementing Partner Safeguards Packet

Instructions

Please complete the following sections of this packet and submit to the Blue Nature Alliance along with Proposal Narrative, Workplan and Budget. The Safeguards Packet includes the following components:

- Environmental and Social Screening Form
- Guidance for the Completion of the Rights-holder Stakeholder Engagement Plan
- Guidance for the Completion of the Gender Mainstreaming Plan
- Requirements for Establishment of an Accountability and Grievance Mechanism

The completed packet will be reviewed by the Alliance Safeguards Advisor upon submission, and the Advisor will reach out to you directly if any additional information is required. The packet and the safeguard plans therein must be approved before the Alliance may proceed with a grant agreement. The safeguard packet will be considered approved when the plans within are deemed satisfactory based on the safeguards requirements of the Blue Nature Alliance. The Blue Nature Alliance adheres to the safeguards policies of the Global Environment Facility (GEF). The safeguards policies of the GEF are codified in the CI-GEF Agency's Environmental and Social Management Framework (ESMF).

If you have any questions, please contact the Blue Nature Alliance Safeguards Advisor, Whitney Yadao-Evans (wyadao-evans@conservation.org).

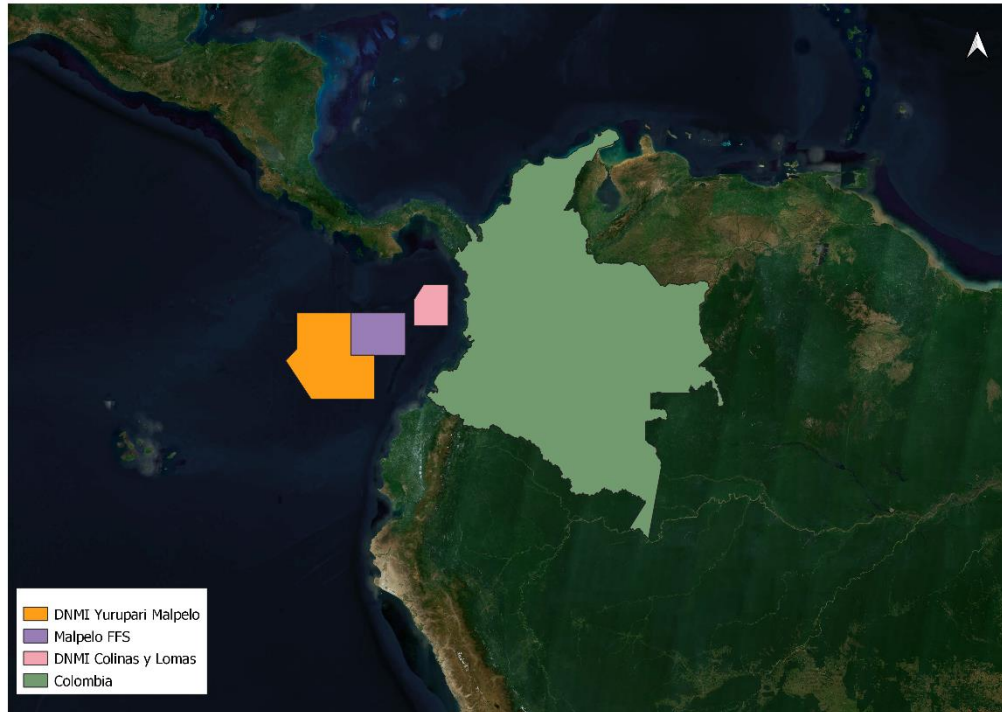
Environmental and Social Safeguard (ESS) Screening Form

1. The Blue Nature Alliance undertakes environmental and social safeguard screening for every project to evaluate the various social and environmental risks associated with the project. The safeguard policies referenced in this screening form highlight the primary risk areas to be evaluated. Following the completion of this form, the Blue Nature Alliance will work with Implementing Partners to address and mitigate potential project risks.
2. The Blue Nature Alliance does not fund projects that involve the resettlement of people. The Blue Nature Alliance cannot support projects that contradict the mission and policies of the Blue Nature Alliance core partners.¹
3. The Implementing Partner is responsible for providing accurate responses to each question in this screening form and to submit the completed form to the Blue Nature Alliance Safeguards Manager in a timely manner.
4. The Blue Nature Alliance is responsible for ensuring that the project complies with the Blue Nature Alliance Environmental and Social Management Framework (ESMF) as well as the Gender and Stakeholder Engagement policies and will use the completed screening form to determine the necessary mitigation measures to be taken by the Implementing Partner.
5. In addition to preparing and implementing mitigation plans for the ESMF policies triggered, the Implementing Partner will also need to prepare a Gender Mainstreaming Plan and a Stakeholder Engagement Plan and are including in the proposal template.
6. The Implementing Partner is responsible for informing the Blue Nature Alliance in a timely manner if the information provided in this Screening Form changes at any time during the preparation and implementation of the project.

I. PROJECT INFORMATION		
Country: Colombia		
Project Title: Development of Management Plans for four Marine Protected Areas in Colombia's Pacific and Caribbean Exclusive Economic Zones.		
Implementing Partner (i.e. <i>Blue Nature Alliance grantee</i>): Fundación Malpelo y Otros Ecosistemas Marinos		
Length of Project: 12 months	Proposed Start date: December 2022	Anticipated End date: December 2024
Project Amount: USD		
Project Location: (Please describe the specific location of the project including target habitats and local communities involved.)		
<p><i>PACIFIC OCEAN</i></p> <ol style="list-style-type: none"> 1. <i>Santuario de Fauna y Flora Malpelo (Malpelo FFS): 4,815,114 hectares, IUCN Category IV.</i> 2. <i>Distrito Nacional de Manejo Integrado Yurupari Malpelo (Yurupari-Malpelo Integrated Management National District): 12'370.959 hectares, IUCN Category VI</i> 		

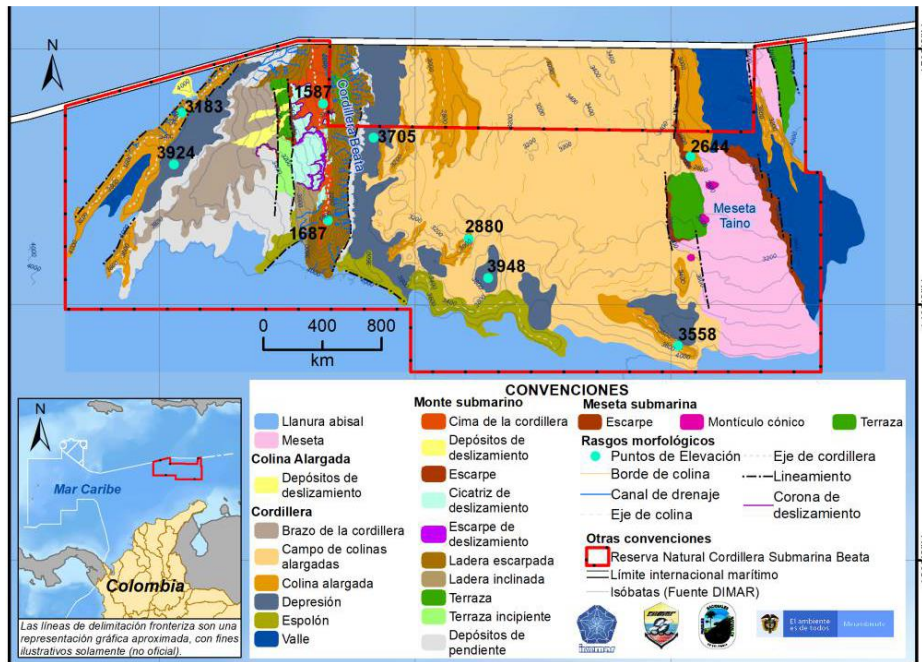
¹ Core partners include Conservation International, Pew Charitable Trusts, Rob and Melani Walton Foundation, Minderoo Foundation, and the Global Environment Facility

3. Distrito Nacional de Manejo Integrado Colinas y Lomas Submarinas de la Cuenca Pacífico Norte (Colinas y Lomas Integrated Management National District): 2,761,115 hectares, IUCN Category VI



CARIBBEAN SEA

1. Reserva Natural Cordillera Sumbarina Beata: 3,312,547 hectares. IUCN Natural Reserve category



No communities involved – off-shore MPAs

Safeguard Screening Form Completed by:
Date of Submission/Resubmission of Completed Form to Blue Nature Alliance:
Blue Nature Alliance Comments:

II. ESS SCREENING

This section will help the Blue Nature Alliance to determine the risk level of the project and the ESMF policies triggered by the project. Please provide accurate answers and details including supporting documents, where requested.

SECTION 1: ENVIRONMENTAL AND SOCIAL ASSESSMENT, MANAGEMENT AND MONITORING

Will the project potentially:

- (a) **cause significant adverse environmental and social impacts (which may affect an area broader than the project area) that are sensitive, diverse, or unprecedented; and/or**
- (b) **cause adverse environmental and social impacts (which are site-specific and few if any of them are irreversible) on human populations or environmentally or socially important areas?**

- NO** → Continue to (c)
- TO BE DETERMINED** → Provide details in the box below.
- YES** → Provide details in the box below.

If TBD or Yes, please provide details here.

- (c) **Has a full or limited ESIA that covers the proposed project already been completed?**

- NO** → Continue to Section 2
- YES** → Continue to Table 1.1.

TABLE 1.1: IS THE ASSESSMENT: <input type="checkbox"/> A FULL ESIA <input type="checkbox"/> A LIMITED ESIA	Yes	No
a. Does the assessment meet its terms of reference, both procedurally and substantively?	<input type="checkbox"/>	<input type="checkbox"/>
b. Does the assessment provide a satisfactory assessment of the proposed project?	<input type="checkbox"/>	<input type="checkbox"/>
c. Does the assessment describe specific environmental and social management measures (e.g., avoidance, minimization, mitigation, compensation, monitoring, and capacity development measures)?	<input type="checkbox"/>	<input type="checkbox"/>
d. Does the assessment identify capacity needs of the institutions responsible for implementing environmental and social management issues?	<input type="checkbox"/>	<input type="checkbox"/>
e. Was the assessment developed through a consultative process with key stakeholder & rightsholder engagement, including issues related to gender mainstreaming and Indigenous Peoples?	<input type="checkbox"/>	<input type="checkbox"/>
f. Does the assessment assess the adequacy of the cost of and financing arrangements for environmental and social management issues?	<input type="checkbox"/>	<input type="checkbox"/>

For any “no” answers, describe below how the issue has been or will be resolved or addressed.

SECTION 2: PROTECTION OF NATURAL HABITATS

Will the project cause or facilitate any significant loss or degradation to natural habitats, and their associated biodiversity and ecosystem functions/services?

NO → Continue to Section 3

YES → Continue to Table 2.1. below

TABLE 2.1: CHECKLIST FOR PROTECTION OF NATURAL HABITATS	Yes	No
1. Is the project located or expected to be located near or in existing protected areas?	<input type="checkbox"/>	<input type="checkbox"/>
<i>If your answer was yes, please provide the following information:</i>		
a. Name, area, management category, governance arrangement, and current management activities of protected areas being affected by the project:		
b. Description of project activities that will affect existing protected areas:		
2. Is the project located within any other type of <u>critical natural habitat</u>?	<input type="checkbox"/>	<input type="checkbox"/>
<i>If your answer is yes, please provide the following information:</i>		
a. Description of the critical natural habitat to be affected by the project:		
b. Description of project activities that will affect critical natural habitats:		
3. Will the project affect species identified as threatened at the local and/or global levels?	<input type="checkbox"/>	<input type="checkbox"/>
<i>If your answer is yes, please provide the following information:</i>		
a. Name and conservation status of the species that will be affected by the project:		
b. Description of project activities that will affect threatened/endangered species:		
4. Will the project implement habitat restoration activities:	<input type="checkbox"/>	<input type="checkbox"/>

If your answer is yes, please provide the following information:

- a. Type and extent of habitats to be restored:
- b. Description of project activities for habitat restoration:
- c. Description of the contribution of the project in restoring or improving ecosystem composition, structure, and functions/services:

SECTION 3: RESETTLEMENT, PHYSICAL AND ECONOMIC DISPLACEMENT

Will the project

- (a) involve the **voluntary** resettlement of people;
- (b) restrict land or ocean use and access; or
- (c) cause economic displacement of people?

NO → Continue to Section 4

YES → Continue to Table 3.1. below

TABLE 3.1: CHECKLIST FOR VOLUNTARY RESETTLEMENT

	Yes	No
1. Will the project involve the <u>voluntary</u> resettlement of people?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>If your answer is yes, please provide the following information:</p> <ul style="list-style-type: none"> a. Name of communities, description of main livelihoods, ethnicity, socio-economic context and estimated number of people to be resettled and/or economically displaced: b. Description of the experience/capacity of the project staff to implement a full and effective Free, Prior and Informed Consent (FPIC) process: <i>A full and effective FPIC process is one that ensures community(ies) and vulnerable groups are thoroughly consulted and provide consent for the resettlement.</i> 		
2. Will the project introduce measures to restrict people from accessing or using resources that they have been using prior to the implementation of the project?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>If your answer is yes, please provide the following information:</p> <ul style="list-style-type: none"> a. Description of the resource(s) to be restricted including the type of restriction (i.e. gear restrictions, seasonal closures, no-take areas, etc.) and the project activities planned to impose those restrictions: <ul style="list-style-type: none"> -<u>Malpelo Sanctuary and Cordillera Beata are MPAs where no fishing activities are allowed.</u> -<u>Within the Yurupari-Malpelo and Colinas y Lomas Integrated Management National Districts fishing activities are allowed but some methods are forbidden.</u> b. Description of the primary and secondary resource users (men, women, youth, etc.) who will be impacted by the restrictions and the level of impact they will experience as a result of the restrictions: 		

Industrial fisheries will be impacted because some zone where they used to fish have become no-fishing zones or regulated fishing zone

Malpelo FFS and Beata: No fishing

Yuruparí-Malpelo Integrated Management National District: Due to the remote location of the MPA, there is a limited relationship with the fishing communities settled on the Pacific coast, since most of their fishing vessels, both artisanal and industrial, do not have the autonomy or the necessary characteristics to fish in those waters. Therefore, the fishing activity in the DNMI, and in the area proposed for expansion, is carried out by foreign-flagged vessels with a fishing license granted by the National Aquaculture and Fisheries Authority (AUNAP), and by a small number of national vessels.

Colinas y Lomas Integrated Management National District: both domestic and foreign fisheries. Parques Nacionales Naturales, Invermar y Ministerio de Ambiente y Desarrollo Sostenible y la Autoridad Nacional de Acuicultura y Pesca - AUNAP participated in workspaces and inter-institutional coordination where they agreed on prioritizing the sustainable use of the resources recognizing the MPA will beneficiate the sector in the future.

- c. Description of the experience/capacity of the project staff to implement a full and effective Free, Prior and Informed Consent (FPIC) process: *A full and effective FPIC process is one that ensures community(ies) and vulnerable groups are thoroughly consulted and provide consent before restrictions are introduced.*

3. Will the project introduce measures that could potential cause the economic displacement of people?



If you answer is yes, please provide the following information:

- a. Description of the project induced measures that could potentially cause economic displacement of people:
- b. Description of the communities or groups of people that could potentially be impacted: *Include in your explanation the rights these people have to the area and/or resources in question.*
- c. Description of the potential impact (scope, severity, etc.) of the potential economic displacement:

SECTION 4: INDIGENOUS PEOPLES

Does the project plan to work in lands or territories traditionally owned, customarily used, or occupied by indigenous peoples?



NO → Continue to Section 5



YES → Answer the questions below.

If your answer was yes, please provide the following information:

- a. Name of communities, description of livelihood, ethnicity, estimated number of indigenous peoples to be affected by the project:
- b. Description of the project activities and their impacts on indigenous peoples, including if the project is likely to impact particular groups of indigenous peoples (e.g. women, youth, men):
- c. Description of the experience/capacity of the project staff to implement a full and effective Free, Prior and Informed Consent (FPIC) process: *A full and effective FPIC process is one that ensures community(ies) and vulnerable groups are thoroughly consulted and provide consent before project activities take place.*

SECTION 5: CULTURAL HERITAGE

Will the project implement activities in areas that affect cultural heritage (both tangible and/or intangible) including archaeological, paleontological, historical, architectural, and sacred sites including graveyards, burial sites, and sites with unique natural values?

- NO** → Continue to Section 6
- YES** → Answer the questions below.

If your answer was yes, please provide the following information:

- a. Name, description of the known tangible, intangible or physical cultural resources to be affected by the project, and cultural importance to local community(ies):
- b. Description of the project activities that may impact the tangible, intangible or physical cultural resources:
- c. Description of potential impact (scope, severity, etc.) of the project activities on the tangible, intangible or physical cultural resources identified:

SECTION 6: RESOURCE EFFICIENCY AND POLLUTION PREVENTION

Does the project plan to

- (a) **implement activities related to agricultural extension services including the use of approved pesticides (including insecticides and herbicides) or alien invasive species² management or**
- (b) **use energy, water and other resources and material inputs, where significant consumption is involved and would cause adverse impacts on communities, other water users, and the environment?**

- NO** → Continue to Section 7

² *Invasive alien species (IASs)* are plants, animals, pathogens and other organisms that are non-native to an ecosystem, and which may cause economic or environmental harm or adversely affect human health. In particular, they impact adversely upon biodiversity, including decline or elimination of native species - through competition, predation, or transmission of pathogens - and the disruption of local ecosystems and ecosystem functions (CBD, 2006).

YES → Continue to Table 6.1. below

TABLE 6.1: CHECKLIST FOR RESOURCE EFFICIENCY AND POLLUTION PREVENTION		
	Yes	No
1. Will the project include the use of approved pesticides and other chemicals?	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>If your answer was yes, please provide the following information:</i></p> <p>a. Name, description and proposed use of approved pesticides/chemicals:</p>		
2. Will the project include the use of ecologically-based biological/environmental integrated pest management practices (IPM) and/or Integrated Vector Management (IVM)?	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>If your answer was yes, please provide the following information:</i></p> <p>a. Description of approach to be used:</p> <p>b. Description of potential positive and negative impacts of the approach to be used in the project:</p>		
3. Will the project involve the significant use of water, energy or other resources?	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>If your answer was yes, please provide the following information:</i></p> <p>a. Description of the project activities that include the significant use of water, energy or other resources:</p> <p>b. Description of potential positive and negative impacts (scope, severity, etc.) of this significant use on communities and current resource users:</p>		

SECTION 7: LABOR AND WORKING CONDITIONS

Does the implementing partner confirm to have in place or is subject to necessary policies, procedures, systems and capabilities to ensure that:

- (a) the rights of workers, consistent with the International Labour Organization’s (ILO) Declaration on the Fundamental Principles and Rights at Work are respected and protected;**
- (b) written labor management procedures are established in accordance with applicable national laws;**
- (c) workers are provided with clear and understandable documentation of employment terms and conditions, including their rights under national law to hours of work, wages, overtime, compensation and benefits;**
- (d) workers are provided regular and timely payment of wages; adequate periods of rest, holiday, sick, maternity and other leave that may be due to them under national law; and notice of termination and severance payments, as applicable under national laws and the labor management procedures;**
- (e) decisions relating to any aspect of the employment relationship, including recruitment, hiring and treatment of workers, are made based on the principles of non-discrimination, equal opportunity and fair treatment, and not on the basis of personal characteristics under applicable law including but not limited to gender, sexual orientation, gender identity, race or ethnicity, unrelated to inherent job requirements;**

- (f) appropriate measures are in place to prevent harassment, intimidation, and exploitation, and to protect vulnerable workers, including but not limited to women, children of working age, migrants and persons with disabilities;
- (g) workers who participate, or seek to participate, in workers' organizations and collective bargaining, do so without interference, are not discriminated or retaliated against, and are provided with information needed for meaningful negotiation in a timely manner;
- (h) child labor, bonded labor and forced labor and no forms of slavery or slavery-like conditions or human-trafficking are used in connection with the project or program;
- (i) occupational health and safety (OHS) measures are applied to establish and maintain a safe and healthy working environment;
- (j) workers are informed of applicable grievance and conflict resolution systems provided at the workplace level; and
- (k) workers may use these mechanisms without retribution, and the grievance and conflict resolution systems does not impede access to other judicial or administrative remedies available under the law or through existing arbitration procedures, or substitute for grievance systems provided through collective agreements?

NO → Answer the questions below.

YES → Continue to Section 8

If your answer was no, please provide the following information:

- a. How do you ensure that your organization complies with the principles and rights described above?
- b. Has your organization been the subject of material labor litigation?

SECTION 8: COMMUNITY HEALTH & SAFETY

Will the project:

- (a) potentially expose communities including disadvantaged or vulnerable groups or individuals in particular women and children to either accidental and natural hazards, particularly where the structural elements of the project or program are accessible to members of the affected community, or where their failure could result in injury to the community;
- (b) be implemented in a conflict or post-conflict context;
- (c) impact the provisioning and regulating ecosystem services that are directly relevant to community health and safety;
- (d) generate risks and impacts to the health and safety of the affected communities;
- (e) pose potential conflicts at the project site to the affected communities or the workers; or
- (f) include the support for and/or provisioning of park rangers or similar security personal?

NO → Continue to Section 9.

YES → Continue to Table 8.1. below

TABLE 8.1: COMMUNITY HEALTH AND SAFETY:	Yes	No
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1. Will the project expose communities including disadvantaged or vulnerable groups to accidental or natural hazards or other risks and impacts that could affect their health and safety?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><i>If your answer was yes, please provide the following information:</i></p> <p>a. Describe the project activities that could potentially expose communities and vulnerable groups to accidental and natural hazards or other risks and impacts that could affect their health and safety.</p> <p>b. Describe the potential hazards, risks and impacts (scope, severity, etc.) to the health and safety of affected communities and vulnerable groups from these activities.</p> <p>c. Describe any potential conflicts that could arise at the project site and/or within affected communities and vulnerable groups.</p>		
2. Will the project include support for and/or provisioning of park rangers or similar security personal?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><i>If your answer was yes, please provide the following information:</i></p> <p>a. Description of any protocols that the project will employ for vetting park rangers or any similar security personal supported by the project:</p> <p><u>At Malpelo Sanctuary, patrol activity is in charge of Biodiversity Conservation and the National Army. At all the 4 MPAs control and surveillance will be done using remote platforms and will be supported by the National Army, Cancilleria and DIMAR. We don't or will be employing any park rangers or security personal</u></p>		

SECTION 9: PRIVATE SECTOR DIRECT INVESTMENTS AND FINANCIAL INTERMEDIARIES		
<p>Will the project make either direct investments in private sector, Endowment Funds, Sinking Funds or Revolving Funds, or channel funds through Financial Intermediaries (FIs)?</p> <p><input checked="" type="checkbox"/> NO → Continue to Section 10.</p> <p><input type="checkbox"/> YES → Continue to Table 9.1. below</p>		
TABLE 9.1: PRIVATE SECTOR DIRECT INVESTMENTS AND FINANCIAL INTERMEDIARIES:	Yes	No
1. Will the project make direct investments in private sector, Endowment Funds, Sinking Funds, or Revolving Funds?	<input type="checkbox"/>	<input type="checkbox"/>

If your answer was yes, please provide the following information:

- a. Description of the nature of the investments and characterize the types of private sector entities or funds that may receive these investments, including what criteria will be used to guide investments.

2. Will the project channel funds through Financial Intermediaries (FIs)?

If your answer was yes, please provide the following information:

- a. Description of the Financial Intermediaries that may receive funds?

SECTION 10: CLIMATE RISKS AND RELATED DISASTERS

Does the project or project geography face risks associated with climate change and related disasters?

NO → You have completed the form.

YES → Continue to Table 10.1. below

TABLE 10.1: CLIMATE RISKS AND RELATED DISASTERS:

Yes

No

1. Does the project or project geography face risks associated with climate change and related disasters?

If your answer was yes, please provide the following information:

- a. Description of climate projections for the country or region, or if possible, for the specific location of the project for the next 30 years from the start date of the project.
- b. Description of the ways in which potential hazards (e.g. heavy rainfall leading to flood, low rainfall leading to drought, temperature changes which could lead to heat waves, sea-level rise, or change in other extreme events such as hurricanes and cyclones) that could prevent the project from achieving its objectives.
- c. Description of the current and projected exposures, vulnerabilities, and adaptive capacities (e.g. technical, institutional, financial) and how these could prevent the project from achieving its objectives and/or outputs.
- d. What mitigation measures have been identified and incorporated into the design of the project/planned for the implementation phase to reduce the likelihood and/or consequences of risks or to respond to consequences so as to ensure that the project achieves its objectives and/or outputs?
- e. If one or more risks are accepted, please provide a justification.

Guidance for the Completion of the Rights-holder & Stakeholder Engagement Plan

Purpose:

The purpose of the Rights-holder and Stakeholder Engagement Plan is to outline how the project will incorporate the knowledge and contributions of partners, rights-holders, and stakeholders into project design and implementation and ensure that projects funded by the Blue Nature Alliance succeed in building ocean resilience and improving the well-being of the people who depend on the ocean.

Definitions:

- *Rightsholders* are individuals or social groups that have particular entitlements in relation to specific duty-bearers (the State). In general terms, all human beings are rights-holders under the Universal Declaration of Human Rights, however in practice some persons must be empowered to claim their rights against the duty-bearer (the state).
- *Stakeholders* are persons or groups who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. *Stakeholders* may include locally affected communities or individuals and their formal and informal representatives, national or local government authorities, politicians, religious leaders, civil society organizations and groups with special interests, the academic community, or other businesses (*IFC, 2007*).
- *Affected Communities* are communities of the local population within the project's area of influence who are likely to be affected by the project.

Requirements: All projects are required to:

- Involve key stakeholders in project design and preparation processes;
- Ensure that stakeholders views and concerns taken into account by the project and are known by key decision makers;
- Stakeholders are engaged in meaningful consultations where they are able to express their views on project plans, benefits, risks, impacts, and mitigation measures that may affect them;
- Such consultations are gender responsive; free of manipulation, interference, coercion, discrimination and intimidation; and responsive to the needs and interests of disadvantaged and vulnerable groups; and
- Continue consultations throughout project implementation, monitoring and evaluation, as necessary, to ensure project adaptive management and proper implementation of environmental and social safeguard plans.

Instructions to Complete the Rights-holder and Stakeholder Assessment and Mapping Table

Conducting a Rights-holder and Stakeholder assessment and mapping exercise is an important first step to developing a Rights-holder and Stakeholder Engagement Plan. This exercise maps stakeholder's interests in regard to proposed project interventions as well as the expected impact of the project interventions on stakeholders. This insight will be used to inform the development of the Rights-holder and Stakeholder Engagement Plan later on in this document. To complete this stakeholder assessment and mapping exercise, first identify all of the stakeholders from government, CSOs/NGOs, local communities and indigenous groups, private sector, academia and others who are either involved in or directly impacted by the project. Enter these stakeholders in the first column on the left and complete the corresponding row for each. In the event that there are multiple stakeholders with the same interests/impacts (such as a collection of government ministries), feel free to combine them into a single row. Refer to the italicized questions in the table below to guide you in completing the table.

Rights-holder or Stakeholder Name and Function	Rights-holder or Stakeholder's Interest	Impact of Project on Rights-holder or Stakeholder	Influence of Rights-holder or Stakeholder
Government (<i>Add rows as necessary</i>)			
Ministerio de Ambiente y Desarrollo Sostenible (Ministry of Environment) Governing institution for environmental matters in Colombia.	The Colombian Government has shown interest in protecting key areas reaching the 30x30 and now that it has archived it, it is very interested in getting funding to efficiently protect these areas.	Will be impacted positively, mainly economically in order to implement management plans.	Its mission is to ensure the conservation of the Protected Natural Areas of the country, its biological diversity and the maintenance of its environmental services.
Parques Nacionales Naturales de Colombia (National Natural Parks) Organization in charge of the administration and management of the System of Parques Nacionales Naturales and the coordination of the National System of Protected Areas	Parques Nacionales Naturales is the entity in charge of the management of the national natural parks and protected areas as Malpelo, Yurupari-Malpelo Integrated Management National District and Colinas y Lomas Integrated Management National District.	Management of MPA as Malpelo, Yurupari-Malpelo Integrated Management National District and Colinas y Lomas Integrated Management National District represents a huge logistical and financial challenge. Currently, there is a big financial gap for the management of these areas, so if this project is successful, National	Parques Nacionales Naturales is a key stakeholder since it is responsible for proposing to the Ministry of Environment and Sustainable Development the policies, plans, programs, projects and regulations regarding the National System of Protected Areas –SINAP and it grant permits, concessions and other

		Natural Parks will be benefited in the implementation of conservation actions stated in the Management Plans.	environmental authorizations for the use and exploitation of renewable natural resources in the areas of the Parques Nacionales Naturales System and issue a concept within the framework of the environmental licensing process for projects, works or activities that affect or may affect the areas of the Parques Nacionales Naturales System, accordingly with the activities permitted by the Constitution and the law.
La Dirección General Marítima (DIMAR), Armada Nacional, Ministerio de Defensa, Comisión Colombiana del Océano (CCO), Departamento Nacional de Planeación	Due to its characteristics and relationships, it is necessary to engage these entities in phases, themes or specific actions of reformulation and implementation of the management plan.	Stakeholders involved in the coordination, administration and exercising control and surveillance at the MPAs.	These stakeholders will benefit the project because they support legal processes regarding illegal fishing and surveillance of the MPAs.
Autoridad Nacional de Acuicultura y Pesca (AUNAP) and Ministerio de Agricultura y Desarrollo Rural- Dirección de Pesca y Acuicultura	Fisheries do not have legal rights to the MPAs, but are important stakeholders. They agreed on the expansion of Malpelo and Yurupari- Malpelo Integrated Management National District and the declaration of the new protected area Colinas y Lomas Integrated Management National District.	Fisheries agreed the proposed area is an opportunity to use the fishing resource sustainably, especially the management of tuna and medium pelagic fisheries, as well as to conserve this valuable resource, together with the rest of the goods and services associated with this area, also being an opportunity for the country and the communities	It is very important to involve the fisheries in the development of the implementation of the Management Plans, so fishers respect boundaries and restrictions.
Ministerio de Relaciones Exteriores/ Cancillería It is responsible for formulating, planning, coordinating, executing, and	does not have legal rights to the MPAs, but is a key stakeholder at the international level, because our	Stakeholder involved in the control and surveillance at the MPAs in case of illegal fishing practices and it is responsible for negotiation with oceanic neighbor	his stakeholders will benefit the project because it supports legal processes regarding illegal fishing and surveillance processes

evaluating Colombia's foreign policy, international relations, and administering the foreign service of the republic.	MPAs are next to other countries' economic exclusive zones	countries such as Panama and the Dominican Republic.	at the MPAs, particularly on transboundary matters
CSOs/NGOs (Add rows as necessary)			
Biodiversity Conservation The Biodiversity Conservation Colombia foundation is an environmental nonprofit ONG dedicated to protecting and preserving nature, especially pristine areas of complex care.	Patrols on the SILKY boat at the Malpelo FFS and contributes with scientific information.	It will be impacted positively because they will be able to participate actively in the development of the Management Plans (Pacific)	Biodiversity Conservation has helped us to protect Malpelo's biodiversity by implementing control and surveillance strategies.
INVEMAR Carry out basic and applied research on renewable natural resources and the environment in coastlines and marine and ocean ecosystems of national interest in order to provide the necessary scientific knowledge for policy formulation, decision making and the preparation of plans and Projects	Does not have rights to de areas	It will be impacted positively because they will be able to participate actively in the development of the Mangement Plans in both Pacific and Caribbea Sea.	Research will impact the project positively because will provide a solid base for the decision making
Local communities/Indigenous groups (Add rows as necessary)			
NA			
Private Sector (Add rows as necessary)			
National industrial fishing This sector is important for the development of the Management Plan for Colinas y Lomas Integrated Management National District.	No rights but fishing activities represent an important income for the Country and provide jobs to many people.	Fisheries agreed that the proposed area becomes an opportunity to use the fishing resource sustainably, especially the management of tuna and medium pelagic fisheries, as well as to conserve this valuable resource, together with the rest of	It is very important to involve the fisheries in the development of the implementation of the Management Plans, so fishers respect boundaries and restrictions.

		the goods and services associated with this area, also being an opportunity for the country and the communities	
Tour Operators	Does not have rights to the areas	No impact	At Malpelo diving activities are allowed, so, it is important to involve and share with tour operators new restrictions or modifications regarding the regulation of ecotourism activities to make sure they are aware of these modifications.
Academia (Add rows as necessary)			
Universities	Universities do not have rights to the area but carry out research.	Universities will be impacted positively because they will be able to involve students and professors in the expeditions, can carry out projects and write scientific papers.	Research will positively impact the project because it will provide a solid base for the decision making
Others (Add rows as necessary)			

Instructions to Complete the Rights-holders Stakeholder Engagement Plan

Complete the following Rights-holder and Stakeholder Engagement Plan table by referencing the Stakeholder and Rights-holder Assessment and Mapping table above and applying it to your **specific project objectives and activities** for the most significant Rights-holders and Stakeholders. If you have any questions reach out to the Blue Nature Alliance Safeguards Manager, Whitney Yadao-Evans (wyadao-evans@conservation.org).

1. Include in the following table all stakeholders your project will engage with as well as any stakeholders that will impact or be directly impacted by your project. Follow the instructions in table and add rows as necessary.

Stakeholder or Rights-holder Name	Previous Engagements	Method of Planned Engagement	Location and Frequency	Resources & Budget Required	Associated Activities	Reporting Update Date of Report: 30/07/2024
Ministerio de Ambiente y Desarrollo Sostenible (Ministry of Environment)	The Ministry of Environment is the governing institution for environmental matters in Colombia. It must be involved in the process.	Workshops (meetings – discussion)	At least twice per year + virtual meetings	Travel, Meetings & Workshops	Act 1.1.1-5.1.3	Delegated representing the Ministry of Environment actively participated during workshops held in-person in Santa Marta 2023. These workshops were conducted to structure the diagnostic and planning components of the Cordillera Beata Natural Reserve (RNCB for its acronym in Spanish) Management Plan (MP).
Parques Nacionales Naturales.	Parques Nacionales Naturales is already engaged as the entity responsible for the management of protected areas and national natural parks in Colombia. The Fundacion Malpelo has been working with Parques Nacionales Naturales for 20+ years,	Meetings - discussion	At least twice per year + virtual meetings	Travel, Meetings & Workshops	Act 1.1.1-5.1.3	Parques Nacionales Naturales de Colombia, through their technical team from Central, Caribbean, and Pacific territorial offices, have been participating in meetings (virtual and in-person in Bogotá

	<p>Together we develop the Management Plans and expansion proposals for Malpelo and the Yurupari-Malpelo Integrated Management National District.</p>				<p>and Santa Marta) and workshops with consultants of Fundación Malpelo and several stakeholders. All these meetings have been conducted to structure the Management Plans of MPAs.</p> <p>During current period (January-July 2024), eleven (11) meetings have been held for the Pacific MPAs (Malpelo Fauna and Flora Sanctuary (SFF Malpelo), Yurupari-Malpelo National Integrated Management District (DNMI-YM), Colinas y Lomas Submarinas de la Cuenca del Pacífico Norte National Integrated Management District (DNMI-CyL)), while seventeen (17) meetings have been held for the Caribbean MPA (RNCB).</p>
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La Dirección General Marítima (DIMAR), Armada Nacional, Ministerio de Defensa, Departamento Nacional de Planeación, Cancillería.	Multiple meetings have been held with this sector. They agree on the expansion proposals and declaration of new protected areas.	Meetings - discussion	At least twice per year + virtual meetings	Travel, Meetings & Workshops	Act 1.1.1-2, 2.1.1-2, 3.1.2-6, 4.1.2-6	Institutions of this sector were invited to participate in the in-person workshops with stakeholders to support the participatory construction of the RNCB MP. Delegates from DIMAR and Armada Nacional participated actively in these previous workshops.
Autoridad Nacional de Acuicultura y Pesca (AUNAP) and Ministerio de Agricultura y Desarrollo Rural- Dirección de Pesca y Acuicultura.	Different meetings were held with the fishing sector, initially, there was a meeting with the Ministry of Agriculture and Rural Development and with AUNAP, with whom the information about the polygons was subsequently reviewed in technical tables.	Meetings - discussion	At least twice per year + virtual meetings	Travel, Meetings & Workshops	Act 1.1.1-2, 2.1.1-3, 3.1.1-5, 4.1.3	PNNC and the Fundación Malpelo Head have had some internal meetings with the National Aquaculture and Fisheries Authority (AUNAP for its acronym in Spanish), which finally is willing to meet with the technical team to discuss and adjust with the other stakeholders the MP during second semester of 2024.
National fisheries	All Management Plans need 3 components: diagnostic, planning, and strategic plan.	Meetings - discussion	fourth times per year + virtual meetings	Travel, Meetings & Workshops	Act 3.1.2-6	Meetings with the national fisheries have not yet been held. The meeting to discuss the fisheries managements should

	<p>During the planning is when we reach stakeholders and invite them to participate in the decision-making.</p> <p>Regarding national fisheries we will start engaging with this sector because before resolution of the declaration of Colinas y Lomas Integrated Management National District, national fisheries were minimally involved; in Malpelo is not allowed, in Yurupari-Malpelo just foreign countries fish, and in Beata fishing before the declaration was minimum.</p> <p>(We will update this row/plan to include the different stakeholders after they are identified in the diagnostic planning phase.)</p>					<p>be conducted first with the Colombian Fishing Authority (AUNAP). Once this first meeting will be held next year (2024), we plan to schedule the workshops with national fisheries to discuss each Management Plan components (diagnostic, planning, and strategic plan). For this, and according to PNNC, data obtained from a fishing characterization project, which will be conducted during the second semester of 2024 within DNMI, is needed to complement and discuss the strategic components of both DNMI MP with national fisheries.</p>	
<p>Biodiversity Conservation, Invemar, Universities, Comision Colombiana del Oceano (CCO)</p>	<p>We have been working together for many years sharing scientific information.</p>	<p>Meetings discussion</p>	<p>-</p>	<p>At least twice per year + virtual meetings</p>	<p>Travel, Meetings & Workshops</p>	<p>1.1.1-3, 2.1.1-2, 4.1.1-3</p>	<p>These institutions joined in the workshops held in 2023, in Santa Marta. These workshops were conducted to structure and discuss the diagnostic and</p>

						<p>planning components of the MP for the RNCB. Particularly INVEMAR has been a key institution doing research that justified the declaration of most of MPAs, so we have been keep in touch with them to structure the diagnostic component for MPs.</p>
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2. Note the required indicators

Required Indicators: The following three indicators for Stakeholder Engagement are required for all projects. These indicators have been included in the Alliance Standard M&E Indicators for implementor partners.

1. Number of people (sex disaggregated) that have been involved in project implementation phase. Note that this indicator is required to be tracked for both men and women.
2. Number of stakeholder groups (government agencies, civil society organizations, private sector, indigenous peoples and others) that have been involved in the project implementation phase.
3. Number of engagements (meetings, workshops, consultations, etc.) with stakeholders during the project implementation phase.

Guidance for the Completion of the Gender Mainstreaming Plan

Purpose:

The purpose of the Gender Mainstreaming Plan is to guide the Blue Nature Alliance and implementing partners to design, implement and monitor projects in such a way that both women and men:

- Receive culturally compatible social and economic benefits;
- Do not suffer adverse effects during the development process; and
- Receive full respect for their dignity and human rights.

Definitions:

- *Gender* refers to the economic, social, political, and cultural attributes and opportunities associated with being men and women. Gender is a social construct, which does not imply addressing only women's roles, but the simultaneous consideration of both male and female roles and their interaction in society.
- *Gender Analysis* is a process that examines the differences in women's and men's lives, including those which lead to inequity, and applies this understanding to policies and programs.
- *Gender Aware* is the explicit recognition of local gender differences, norms, and relations and their importance to outcomes in program and policy design, implementation and evaluation. This recognition derives from analysis or assessment of gender differences, norms, and relations in order to address gender equity in outcomes.
- *Gender Equality* is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities, and resources.
- *Gender Equity* is the process of being fair to men and women. To ensure fairness, measures must be taken to compensate for historical and social disadvantages that prevent women and men from operating on level playing field.
- *Gender Mainstreaming* is the process of incorporating gender into policies, strategies, programs, activities, and administrative functions, as well as the institutional culture of an organization.
- *Gender Roles* are a set of social and behavioral norms that are considered to be socially appropriate for individuals of a specific sex.
- *Gender Sensitive* implies the recognition of the differences, inequalities and specific needs of women and men, and acting on this awareness.
- *Sex-disaggregated Data* includes information that is collected and presented separately on men and women. Sex describes the biological and physiological differences that distinguish males, females and intersex.

Requirements: All projects are required to:

- Conduct stakeholder engagement in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed;
- Design and implement project activities in an inclusive manner so that women's participation and voice are supported at all scales, regardless of their background, age, race, ethnicity or religion;
- Develop a Gender Mainstreaming Plan (GMP) that lays out gender-sensitive activities to support project implementation that recognize and respect the different roles that women and men play in resource management and in society, along with a monitoring and evaluation plan using sex-disaggregated indicators;
- Conduct a gender analysis or equivalent socio-economic assessment that identifies and describes any gender differences in the roles, responsibility, uses and needs relating to the environment/natural resources, and opportunities to address gender gaps and promote the empowerment of women; and
- Embed the gender considerations outlined in the GMP into the project workplan and documents as necessary/appropriate.

Instructions to Complete the Gender Analysis/Assessment

The completion of a gender analysis/assessment is an integral step to developing a strong Gender Mainstreaming Plan. A gender analysis/assessment helps us to understand the relationships between men and women, their access to resources, their activities and the constraints they face. With this insight, we are better able to identify actions for the Gender Mainstreaming Plan to effectively reduce barriers and maximize opportunities for both men and women to participate in and benefit from project interventions. Please provide responses to the following five questions/directions in the boxes provided to complete the Gender Analysis/Assessment for your project.

1. Characterize how women and men use, access and depend on resources in the project site.

There are no communities settled at the MPA, all four are very far away from the coastal communities. Therefore, no people depend directly on the resources in the project sites. Nonetheless, in the DNMI Yuruparí and in the Colinas y Lomas Integrated Management National District Integrated Management District there are fishing activities carried out by industrial fisheries, which is mainly a male-dominated activity.

In Colombia, the tuna fishery is the most important at the national level. During the last decade, the tuna catch in Colombia represented between 60% and 70% of the marine fishing in the country and 50% of the total fishing (fishing and aquaculture), and more than 95% was caught in the Pacific, so this fishery is of great economic importance for the country and its sustainability should be a strategic issue for Colombia.

The industrial tuna fishery is currently carried out by **14 national-flagged vessels and 39 foreign-flagged vessels** legally affiliated with Colombian companies and legally fishing in Colombian waters. The catch made by the national flag vessels is transported and unloaded in a processing plant in Cartagena. Two plants in Barranquilla also process tuna, but this mainly comes from foreign-flagged vessels that fish in international waters and in waters under national jurisdiction. **The three tuna processing companies generate more than 2,000 direct jobs, of which 80% are single mothers**, and produce nearly 30,000 tons of canned tuna, of which **half is destined for national consumption and the rest is exported**. At this point in the chain, there is a **participation of female labor**, in the transformation of the product into fillets under specifications such as without skin, with skin, with vein or without vein, formats in which wholesalers sell to small marketers

2. Describe how men and women currently participate in decision-making and management of marine and coastal resources.

Generally speaking, in Colombia, women have fewer opportunities than men. Based on the last employment assessment, unemployment is higher in women (14%) than men (8.8%), and when women do work, they are less paid (even in more qualified jobs), are much less likely to engage in paid work, progress in their careers or become business owners.

3. What specific barriers to participation do men and women face in the specific context of your project?

Taking into account the gender employment gap in Colombia, it is possible that unintentionally, the activities needed for this project end up in a male-dominated environment, so we will invite the stakeholders involved in the project to send to the meetings women, if available.

There are multiple reasons for labor discrimination based on gender, for example:

- 1) Women are much likely not to enter in the labor market because they dedicate themselves fully to care tasks and unpaid work (domestic labors).
- 2) Disproportionate distribution of women and men by specific labor sectors is perceived, which is evidenced through the qualification of masculine or feminine as characteristics attributed to many jobs. For instance, the teaching career, and in particular in early childhood education, seems to be considered a feminine job, while engineering activities in public works are usually labeled as masculine, due to the alleged forced or hazardous labor in this case.
- 3) Women are much less likely to occupy public or private positions, due to the alleged inefficiency of women, and if they do, inequality remuneration is perceived.

4. How will men and women be impacted (positive and negative impacts) by project activities including livelihoods, workload, access to resources, etc? How will men and women be impacted differently by the project?

Mainly men, working at industrial fisheries, and their families could end up negatively impacted due to the fishing restrictions. Nonetheless, over time the protection of these areas will be beneficial to the fishing sector.

5. Are there any opportunities to empower women and/or improve women’s participation in the use and management of natural resources within the context of your project? If possible, please include the names of any women champions, women’s groups, or other key stakeholders that your project plans to engage with in your response.

Since there are no settled communities in the MPA or nearby, we will focus our efforts on ensuring higher participation of women in the project. As mentioned before we will invite our stakeholders to prioritize women's participation so they can attend the meetings and events.

Instructions to Complete the Gender Mainstreaming Plan

Complete the following Gender Mainstreaming Plan by referencing the Gender Analysis/Assessment above and applying it to your specific project objectives and activities. If you have any questions reach out to the Blue Nature Alliance Safeguards Manager, Whitney Yadao-Evans (wyadao-evans@conservation.org).

Key Intervention 3: Support the diagnostic, strategic plan and planning for the development of the Management Plan for the Colinas y Lomas Integrated Management National District and Writing of the Management Plan. By December 2024, the Management Plan for the Colinas y Lomas Integrated Management National District will be completed, after sufficient stakeholder participation and engagement.					
Activities	Actions to mainstream gender	Objective(s) of the gender action + how they relate to the barriers/opportunities	Which gender result area(s) does this	Budget for gender actions	Reporting Update Date of Report: 30/07/2024

			output contribute to?³		
Act 3.1.1 Structuring, additions, and adjustments of the Diagnosis Component of the DNMI Colinas y Lomas MP and review of the Management plan with the technical team	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above, we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$3,900	The summary of technical information on the declaration, and conservation objectives documents for Colinas y Lomas Submarinas de la Cuenca del Pacífico Norte Integrated Management District (DNMI-CyL) have been finalized previously by National Natural Parks of Colombia (PNNC) and INVEMAR. Based on these documents, we have been preparing the Management Plan (MP). To assess the MP progress, we considered three components that conform the MP document: 1) diagnostic, 2) planning, and 3) strategic plan. Each representing a 33% progress. Therefore, when a MP document is finished, we reach 100%. In light of this, we have assessed a 60% progress in the MP document. Since this is new area, we are structuring the MP diagnostic component

³ Gender results areas: (1) contributing to closing gender gaps in access to and control over resources; (2) improving the participation and decision-making of women in natural resource governance; and (3) targeting socio-economic benefits and services for women.

					<p>working in collaboration with the PNNC technical team.</p> <p>Within the technical and logistical team of Fundación Malpelo and PNNC, which have been participating in the participatory construction of these MPs throughout the current year, 53% are women and 47% are men. This demonstrates our commitment to promoting women's participation in this project.</p>
<p>Act 3.1.4 Hold a workshop with the aim of contextualizing and disseminating the Diagnosis Component of the Management Plan, incorporating inputs from sources such as the Synthesis Document and other relevant materials.</p>	<p>We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.</p>	<p>Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.</p>	<p>2 and 3</p>	<p>Travel, Meetings & Workshops</p> <p>If we assume at least a 50% women participation: \$6,500</p>	<p>To date, we (Fundación Malpelo) have been working only with PNNC technical team on structuring the diagnostic and planning components of the MP.</p> <p>Currently, PNNC and the Colombian Fishing Authority (AUNAP) have had some meetings to discuss the fisheries management within this MPA. However, workshops with stakeholders have not been held. Data obtained from a fishing characterization project, scheduled for the second semester of 2024 within the DNMI, is essential for complementing and discussing the strategic</p>

					<p>components of both DNMI (Yuruparí-Malpelo and Colinas y Lomas) MPs with stakeholders.</p> <p>A stakeholders' workshops are expected to be scheduled for the second semester of 2024. An invitation letter encouraging stakeholders to send a woman as a delegate will be sent.</p>
Act 3.1.5 Hold a workshop with the objective of addressing zoning and classification proposals based on management situations.	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.	2 and 3	<p>Travel, Meetings & Workshops</p> <p>If we assume at least a 50% women participation: \$3,900</p>	It is expected that the planning workshop for the DNMI-CyL will take place during second semester of 2024. For this, an invitation letter encouraging to send a woman as a delegate will be sent to stakeholders.
Act 3.1.6 Hold a workshop dedicated to reaching an agreement and gaining approval for the Strategic Action Plan with	We will invite the different stakeholders to prioritize and send women to the meetings to actively	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment,	2 and 3	<p>Travel, Meetings & Workshops</p> <p>If we assume at least a 50% women participation: 3,900</p>	Final socialization spaces have not been conducted yet. However, for these meetings, we also plan to encourage stakeholders to send women as delegates, doing this suggestion in the final meeting invitation.

the involved stakeholders.	participate in the project.	so this initiative offers an opportunity to prioritize women.			
Key Intervention 4: Support initial actions for the development of the Management Plan for the MPA Cordillera Submarina Beata. By September 2024, the Management Plan for the Beata Ridge National Reserve will be finished, and by September 2025, it will be fully approved.					
Activity	Actions to mainstream gender	Objective(s) of the gender actions + how they relate to the barriers/opportunities	Which gender result area(s) does this activity contribute to?	Budget for gender actions	Reporting Update Date of Report: 30/07/2024
Act 4.1.1 Create a technical-scientific committee of the Nature Reserve to support National Natural Parks in order to generate a strategic planning document for research and monitoring of the area for a 10-year scenario.	We will invite the different stakeholders to prioritize women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$1,400	Different stakeholders and experts were invited to the first and second in-person meetings, forming a technical-scientific committee to discuss various topics needed to construct the diagnostic and planning components of the Management Plan (MP) of Cordillera Beata Natural Reserve (RNCB). Gender participation in these workshops, which were held in 2023, resulted in a 54 and 40% of women participation, respectively. Additionally, we highlight that women representation within the PNNC technical team was dominated by women.

<p>Act 4.1.2 Generate a coordination instance for the execution of actions with relevant stakeholders for an appropriate control and monitoring of the area</p>	<p>We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.</p>	<p>Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.</p>	<p>2 and 3</p>	<p>Travel, Meetings & Workshops If we assume at least a 50% women participation: \$ 2,900</p>	<p>To date, the coordination instance for the control and monitoring of the MPA, has not been conducted yet. However, we plan to conform this coordination instance with the same delegates from the technical-scientific committee. For this committee, we will suggest again to stakeholders of sending women as representatives.</p>
<p>Act 4.1.3 Development of strategic alliances with partners, donors, other government entities and related actors to position the marine issue on the government's agenda.</p>	<p>We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.</p>	<p>Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.</p>	<p>2 and 3</p>	<p>Travel, Meetings & Workshops If we assume at least a 50% women participation: \$3,700</p>	<p>The main strategic alliance achieved during the construction of the MP of the RNCB has been between the PNNC and Fundación Malpelo. These both institutions have strengthened their collaboration for managing a conserving this MPA. Particularly, the PNNC technical team is formed mainly by women, whose management knowledge has been key during the MP structuring. As for Fundación Malpelo, the consultants hired to work on this process include both a woman and a man, both with high skills to</p>

					support the structuring of MP.
Act 4.1.4 Implement dialogue actions with the Dominican Republic and Haiti that make it possible to highlight the importance of singularity or irreplaceability and connectivity for the central Caribbean, as well as the understanding of the different pressures that must be avoided so as not to be detrimental to the health and integrity of the protected area.	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$8,850	Two invitation letters were sent to the Dominican Republic to participate in the in-person workshops held in Santa Marta 2023. These workshops, which included other relevant stakeholders with several women as delegates (54 and 40%, respectively), aimed to develop the diagnostic and planning components of the RNNB MPs. The delegate from the Dominican Republic attended and actively participated in these workshops. The delegate discussed with Colombian attendees the connectivity between the Colombian MPA and a marine area in Dominican Republic which are not currently considered as MPA. Therefore, this delegate highlighted the need of presenting and discussing the Cordillera Beata Natural Reserve MP's process in Dominican Republic in order they can create a MPA next to ours that allows the effective conservation of several

					marine species that use this entire area as a biological corridor. Therefore, an exchange in-person meeting was held in Dominican Republic on September 27, 2023. In this meeting, members of the technical team of the National Natural Parks of Colombia and Fundación Malpelo, as well as the Regional Program Coordinator in Latin America and the Caribbean of Blue Nature Alliance (BNA), were joined. This meeting was key to maintain the good relationship and the same goal of marine conservation in both Colombian and Dominican Republic areas. As a result, Dominican Republic declared at beginning 2024 the Orlando Jorge Mera Marine Sanctuary, which is located next to the RNCB.
4.1.5 Specifically with the Dominican Republic, a relationship should be established focused on evidencing the	We will invite the different stakeholders to prioritize and send women to the meetings to actively	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$16,850	The in-person workshop held in Dominican Republic was a space to discuss with Dominican stakeholders the relevance of designing, establishment, and posterior declaration of a MPA next to the RNCB, not only in binational context, but also in

<p>importance of designing and declaring a marine protected area in its territory adjacent to the protected area under the same management scheme (Category) in order to guarantee the integrity of the deep underwater landscape, where 60% of the Cordillera is within Colombian maritime territory.</p>	<p>participate in the project.</p>	<p>dominated environment so this initiative offers an opportunity to prioritize women.</p>			<p>a regional context taking account the Biological Corridor in the Caribbean (CBC, for its acronym in Spanish).</p> <p>As a result, Dominican Republic declared at beginning 2024 the Orlando Jorge Mera Marine Sanctuary, which is located next to the RNCB.</p> <p>In general, previous meetings were key to both countries (Colombia and Dominican Republic) to identify existing pressures in both MPAs. In this way, together we can adopt similar management strategies guarantying conservation of values of conservation objects (VOCs for its acronym in Spanish, which are the components that are prioritized for conservation due their importance in contributing to biodiversity and culture). These conversations with Dominican Republic have been very relevant as an opportunity to Colombia to learn and reach experience to lead a conservation initiative.</p>
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Act 4.1.7 Hold a workshop (hosted by PNNC) with relevant stakeholders to reach an agreement regarding the strategic component of the Management Plan					The last workshop with stakeholders to discuss the strategic component of the RNCB MP will be hold once this component will be structured between both Fundación Malpelo and PNNC technical teams.
Key Intervention 5: Strengthen strategic alliances with stakeholders at the National and international level, such as Herencia Colombia, to contribute to the future management and implementation of the 4 MPAs.					
Activity	Actions to mainstream gender	Objective(s) of the gender actions + how they relate to the barriers/opportunities	Which gender result area(s) does this output contribute to?	Budget for gender actions	Reporting Update Date of Report: 30/07/2024
Act 5.1.1 Meetings with Herencia Colombia regarding the achievements and future actions needed for me management of the 4 MPAs	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$12,200	Herencia Colombia seeks to strengthen governance and improve connectivity in ten biological corridors trough several MPAs in Colombia, contributing to biodiversity conservation. This Colombian institution will support management actions on the four MPAs. Because to date we are still structuring the Management Plans (MPs) for the MPAs,

					meetings with Herencia Colombia have not been scheduled yet. However, Herencia Colombia has maintained conversations with Natural National Parks of Colombia (PNNC) about the MPs structuring to know their MPs progress. Once the MPs are approved , we plan to schedule meetings with Herencia Colombia to coordinate with them their participation in the MPs implementation on the four MPAs.
Act 5.1.2 Meetings with National Parks: Socialization of practices and experiences between Pacific and Caribbean MPAs	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment, so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$4,200	Considering the Pacific basin contains the Malpelo Malpelo Fauna and Flora Sanctuary (SFF-Malpelo), which is an older oceanic Marine Protected Area (MPA), the Pacific technical team from PNNC has more experience in the MPs structuring. For this reason, during 2023 we have held several virtual meetings between technical teams of Caribbean and Pacific PNNC offices in order to exchange experiences and learnings in the different MPs processes. Additionally, delegates from the PNNC Pacific technical team joined the planning workshop for

					the Cordillera Beata Natural Reserve (RNCB) MP, which supported the Beata MP planning structuring. Furthermore, in 2023, one member of the PNNC technical team from the RNCB joined one expedition to Malpelo MPA as an exchange and learning experience.
Act 5.1.3 International conferences: Positioning and participation of the MPAs before government decision-making bodies	We will invite the different stakeholders to prioritize and send women to the meetings to actively participate in the project.	Taking into account the gender gap scenario in Colombia, and its causes explained above we recognize that sometimes active participation and decision-making could end up in a male-dominated environment so this initiative offers an opportunity to prioritize women.	2 and 3	Travel, Meetings & Workshops If we assume at least a 50% women participation: \$800	No participation in international conferences was made since Management Plans (MPs) are still in development. To minimize gender gap in the MP's structuration, two types of strategies have been adopted to encourage greater participation of women in the collaborative construction of MP for MPAs. The first strategy involves including a paragraph in the invitation letter to the stakeholders, stating: "In order to try to close the gender gap that currently exists, we encourage your delegate is a woman to represent your institution in this participatory process to build the MP".

					<p>The second strategy involves the hiring process of the consultants on this project. During the call process, Fundación Malpelo constantly aimed to receive at least a 50% of CV from women. At the end, one woman and one man were hired as consultants for this project.</p>
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Note the required indicators and complete the table below with the recommended project-specific gender indicators.

A. Required Indicators: The following three indicators for Gender Mainstreaming are required for all projects. These indicators have been included in the Alliance Standard M&E indicators for implementing partners.

1. Number of men and women that participated in project activities (e.g. meetings, workshops, consultations).
2. Number of men and women that received benefits (e.g. employment, income generating activities, training, access to natural resources, land tenure or resource rights, equipment, leadership roles) from the project.
3. Number of strategies, plans (e.g. management plans and land use plans) and policies derived from the project that include gender considerations.

Note: The Blue Nature Alliance, as a partner of the Global Environmental Facility (GEF), requires all implementing partners to strive for women to constitute a minimum of 33% of project participants and 50% of project beneficiaries.

B. Recommended project-specific indicators: As relevant, projects are suggested to monitor their contribution under the three gender result areas described below. For each gender results area identified in the table above (fourth column), select at least one appropriate indicator from the list of example indicators (see below) or develop a new indicator more appropriate to measure progress towards that results area. Add the indicators to the table below.

Indicators
1. [Gender results area X (1,2, or 3) indicator] N/A
2. [Gender results area 2 (1,2, or 3) indicator] Number/% of women + men influencing project-related decision-making.
3. [Gender results area 3 (1,2, or 3) indicator] Amount of project funds targeting socioeconomic benefits for women.

Gender Result Area 1: *Equal* access and control over natural resources for women and men. For example, engaging women in land use planning activities, raising awareness of women’s rights, and improving women’s access to productive inputs.

Gender Results Area 1 Indicators:

- Number of beneficiaries (m/f) reporting more equitable access and control over their natural resources.
- Number of strategies, policies, or management plans derived from the project that explicitly promote equal access and control over natural resources for women + men.
- Number of men/women who have ownership of or user rights to coastal and marine areas
- Number of men + women who have improved access to fishing grounds, coral reefs, coastal areas, and marine resources

Gender Result Area 2: *Increased* participation and leadership of women in the project. For example, addressing adverse gender norms, women’s time constraints and other socioeconomic and cultural barriers that prevent women the same opportunities as men to decision-making related to the management and use of natural resources at local, national and regional levels.

Gender Results Area 2 Indicators:

- Number/% of women + men consulted about project plans
- Number/% of women + men serving in project-related leadership positions
- Number/% of women + men influencing project-related decision-making.
- Number/% of women + men actively participating in project-related consultations and meetings.

- % of female project beneficiaries who report an increase in leadership opportunities, ability to influence decision-making and/or an increase in self-efficacy attributed to the project.

Gender Result Area 3: *Targeted* socioeconomic benefits and services for women. For example, target women as specific beneficiaries, including supporting alternative income generating activities and providing targeted training and capacity development and financing.

Gender Results Area 3 Indicators:

- Amount of project funds targeting socioeconomic benefits for women.
- Number of women + men benefitting from project workshops and training opportunities
- Number of women + men receiving project benefits (tools + equipment, financial investment, inputs such as seeds + fertilizer, etc.)
- Number of women (% of overall project beneficiaries) receiving targeted socioeconomic benefits/services.
- Number of poor households that are project beneficiaries; number headed by men/women

Note that actions and recommended indicators will need to be integrated into the project workplan in the indicated column.

Requirements for the Establishment of an Accountability and Grievance Mechanism

Consistent with the safeguards policies of the Global Environment Facility (GEF), which the Blue Nature Alliance adheres to, all project sites must have an established site-level Accountability and Grievance Mechanism. All implementing partners will be required to participate in the Accountability and Grievance Mechanism Committee, which is responsible for reviewing and overseeing the addressing of grievances, the development of solutions to grievances and efforts to reach agreement with aggrieved partners or stakeholders. In addition, implementing partners may be asked to take on additional responsibilities by providing or identifying local contact points where partners or stakeholders may submit grievances.

The full Blue Nature Alliance Accountability and Grievance Mechanism Manual will be provided at project inception. The site-level template (specifically to support the development of site-level Accountability and Grievance Mechanisms) can be found in Appendix B. The Blue Nature Alliance Safeguards Advisor, Whitney Yadao-Evans (wyadao-evans@conservation.org) will reach out to you either prior to project implementation or in the beginning of project implementation provide guidance and support to you set up the Accountability and Grievance Mechanism for your site.